



Role description

Post:	Mental Health Practice Lead
Location:	Homebased
Contract type:	<i>Part time - 3 days a week.</i>
Contract length:	<i>Fixed term - 18 months</i>
Reports to:	Senior Practice Development Consultant
Grade:	Grade 6
Line Manages:	NA

Job Purpose:

As our SCIE Mental Health Practice Lead, you will play a critical role in supporting organisations to adapt to the proposed Mental Health Bill which seeks to reform and modernise mental health legislation, ensuring individuals experiencing mental health challenges receive care that is person-centered, fair, and respectful of their rights. Working within SCIE's Local Improvement Team, you will provide expert advice and practical support to embed the principles of legislation into everyday practice. By collaborating with local authorities, service providers, and stakeholders, you will drive improvements in care delivery, ensuring compliance with legislative requirements while fostering innovative, strengths-based approaches.

Main Duties:

This role will be pivotal to SCIE supporting external stakeholders to reduce inequalities in care, enhancing safeguards for those detained under the Mental Health Act, and promoting recovery-focused approaches. This will include co-producing strategies with service users and carers, delivering training to frontline staff, and supporting leadership teams to manage complex changes. By embedding the values of the Mental Health Bill into practice, this role will contribute to building a more compassionate, effective, and inclusive mental health system.

The role will focus on:

- Providing expert support to DHSC officials in the development of policy and practical guidance aligned with the Mental Health Legislation
- Supporting local authorities and care providers to effectively roll out and implement best practice and policy changes introduced by the new Act, ensuring consistency, quality, and improved outcomes across the sector.

Promoting strengths-based approaches and co production in the development of policy and practice

1. Collaborate with colleagues to develop detailed policy positions on the Mental Health Act (2025).
2. Deliver complex improvement and consultancy projects across adult and children's social care with a primary focus on assisting organisations to respond to the Mental Health Legislation.
3. Coordinate with stakeholder reference groups to support the development of policy and practice on the Mental Health Legislation.
4. Design and facilitate inclusive workshops and events, centering on coproduction with individuals with lived experience.
5. Design and execute consultancy projects, including diagnostics, organisational reviews, and change management initiatives.
6. Manage multiple, complex projects to meet time, budget, and quality expectations, employing SCIE's project management methodologies.
7. Write high-quality presentations, reports, and briefings for a range of audiences, including policymakers, practitioners, and public stakeholders.
8. Maintain up-to-date expertise on legislation, policy, and practice, particularly the Mental Health Act 2025.
9. Represent SCIE in professional settings and public engagements.
10. Grow SCIE's commercial income by contributing to business development, including proposal writing and bid submissions.
11. Utilise data analytics to inform and drive policy and practice reforms, ensuring alignment with the Mental Health Legislation and SCIE's objectives.

12. Foster equitable and inclusive practices across projects and initiatives, championing SCIE's commitment to diversity and social justice.
13. Establish and maintain effective working relationships with service users, carers, internal teams, and external partners - including health professionals, local authorities, and voluntary sector organisations—to ensure integrated, person-centred mental health support and continuity of care.

General responsibilities:

1. Embrace diversity and share in our commitment to equality of opportunity and to eliminating discrimination.
2. Have fun and challenge yourself at work, model the charity's values and abide by our policies and practices.
3. Show a clear commitment to working with people with lived experience in a sensitive and non-judgmental way to facilitate positive working relationships.
4. Work flexibly and positively contributing to good team working and the delivery of the SCIE's objectives through matrix working.
5. Other tasks as may be required, commensurate with the level of the post

General Other:

This job description describes the principal purpose and main elements of the job. It is a guide to the nature of the main duties as they currently exist but is not intended as a comprehensive or permanent schedule of tasks.

Person Specification:

1	Aptitude/abilities/skills Exceptional communication skills, including facilitation, public speaking, and concise evidence-based report writing, for varied audiences. Proven ability to analyse qualitative and quantitative data to inform decision-making. Expertise in project and budget management, with the ability to prioritise effectively. Skilled in supporting people to proactively co-produce. Advanced skills in organisational quality improvement methods, including auditing.
2	Education/knowledge Comprehensive understanding of Mental health legislation and associated social care policies. Registered Mental Health Nurse, Social Worker, or Allied Health Professional. Evidence of continued professional development.
3	Experience Demonstrable expertise in Mental health law practice and/or Social care practice and management. Demonstrable experience of working in co-production with people who draw on mental health services including co-designing, delivery and evaluation. Experience of contributing to business growth, bid writing and tenders. Experience with consultancy and change projects in diverse sectors, including local government, health, and voluntary organisations. Post-qualification experience in mental health crisis intervention or equivalent.

	<p>Experience in delivering training or coaching, such as brief solution-focused therapy or motivational interviewing.</p> <p>Experience providing clinical supervision and mentoring.</p>
4	<p>Personal Characteristics</p> <p>Commitment to SCIE's values and principles of equity, diversity, and inclusion.</p> <p>Ability to establish collaborative relationships with stakeholders, including individuals who use services, carers, and professionals.</p> <p>A proactive approach to problem-solving and innovation.</p> <p>Strong ICT proficiency, including Microsoft Office and project management tools, with adherence to GDPR principles.</p>
5	<p>Desirable criteria</p> <p>Experience in developing integrated care pathways within health and social care.</p> <p>Knowledge of research methodologies and evidence synthesis.</p> <p>Experience with policy development or advocacy in mental health.</p>

This role description outlines the principal responsibilities and is a guide to the main duties as they currently exist. It is not an exhaustive list and may be subject to change based on the organisation's needs.